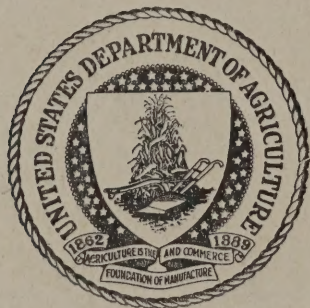


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June 24, 1948

U.S. Rural Electrification Administration

Reports on Problems of Field Personnel by chairmen of Tuesday morning meetings, B. W. Chesser, presiding:

Mr. Chesser stated that he was to speak for the four chairmen i.e., B. W. Chesser, Applications and Loans, Joseph A. White, Management, Russel E. Payne, Engineering, and Robert F. Howell, Finance.

The following is a list of the "gripes" of field personnel as read by Mr. Chesser, and answers or comments made during the discussion:

1. As a matter of record, we wish to again request increased per diem and mileage allowances.
2. The new typewriters being supplied to the fieldmen are not worth a damn.
3. We request that confidential reports sent in by field personnel be kept confidential in REA.
4. Insofar as the budget will permit, an adequate staff of field personnel should be furnished.
5. Loss of per diem on weekends while in travel status when annual leave occurs just one day before or after a weekend or holiday.
6. This was enlarged upon somewhat and a case mentioned in which a field representative took leave on a Friday to attend a funeral, and because of the ruling, lost per diem on Saturday and Sunday also when he was actually working.
6. When Washington personnel plan field trips, the field personnel in the area should be informed of such plans.
7. Regional heads should schedule field conferences with REA field personnel periodically (twice a year).
8. Some REA field personnel have been questioned as to the advisability and necessity of creating another REA division at a time when insufficient funds have been available to provide adequate personnel to carry on the regular functions of the four line divisions.
9. The observation was made that one of the principal sources of information regarding REA internal functioning came from visiting managers to the Washington office.

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10. Field personnel should be kept informed of arrangements and commitments made to visiting managers and other cooperative representatives during their visits to Washington.
11. Budget allowances should be made for secretarial help or recording machines for field personnel.
12. Power shortage and power use program seem to be diametrically opposite. What can be done to keep the power use program in effect without having the loads pyramid and overload the systems?
13. Can field personnel be permitted to return to their field headquarters more often?
14. Can travel vouchers be expedited through divisional offices and the travel bureau?
15. Can time slips be eliminated? Mr. Asher said it was required by GAO.
16. Can arrangements be made for overtime pay or compensatory leave for field personnel?
17. Can simplified field reports be made for field personnel?
18. Can a policy be established whereby travel unit checks with regional heads before making disallowances on vouchers?
19. Travel authorization should be submitted to individuals before they start traveling. In emergencies, when this cannot be done, is it possible for the person directing the travel to assume responsibility for protecting the traveler?
20. Can better coordination be achieved in headquarters to assure arrival in field necessary equipment and literature in time for meetings?
21. Can announcements of job openings be furnished to field personnel in time for them to make applications before closing date?
22. Can auditors have copies of audit reports typed and sent to field, especially when alterations of such reports have been made by headquarters personnel and then the auditor's name is signed to the amended report?
23. Can field auditors be furnished adding machines to help them expedite their work?

24. Cannot salaries of Finance Division be increased to the equality of those paid other line divisions?
25. If a coordinated power use program is to be developed, some way must be found to keep specialists working in their particular fields to develop such programs.
26. Field personnel should be scheduled to visit Washington office more often.
27. Can war service appointments be changed to regular status more quickly?
28. Can more prompt attention from D. C. office be given to critical problems such as employment and approval of managers?
29. A full explanation should be made to fieldmen and borrowers when amount of note differs from amount of loan contract.
30. Clarification of policy on memorandum concerning the selection of managers.
31. Further consideration should be given to expenditures which must of necessity be made in field for special educational activities such as farm and home week programs, etc., which may leave field personnel out \$50 or more.
32. Can arrangements be made for an annual in-service program for all power use personnel?

Submitted by S. Sawyer

